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Industry Wage Survey
Women's Hosiery
Greensboro, Winston-Salem, High Point, NC
August 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
March 1988

Straight-time earnings of 4,165 production and related workers in the women's hosiery industry in the Greensboro, Winston-Salem, High Point metropolitan area averaged $6.19 an hour in August 1987, according to a recent survey conducted by the Bureau of Labor Statistics. Among the occupations selected for separate study, hourly pay ranged from $4.90 for folders and boxers to $6.56 for knitters of women's seamless hosiery. Sewing-machine operators (panty hose), the largest occupation studied, averaged $6.15 an hour.

The survey also developed information on certain establishment practices and employee benefit provisions, such as paid holidays and vacations, retirement pension plans, life and health insurance, and scheduled weekly hours of work.

Included in the survey were establishments with 50 or more workers primarily engaged in knitting, dyeing, or finishing women's and misses' full- and knee-length hosiery, both seamless and full-fashioned, and panty hose (industry 2251 as defined in the 1972 edition of the *Standard Industrial Classification Manual* of the U.S. Office of Management and Budget). Excluded were converters or jobbers and separate auxiliary units such as central offices and warehouses.

The Bureau also surveyed establishments primarily manufacturing hosiery, except women's. Separate summaries are being published for this industry branch for selected locations of industry concentration. A comprehensive bulletin that will include all data developed for the two industries is expected to be available in the fall of 1988.

The Greensboro, Winston-Salem, High Point metropolitan area consists of Davidson, Davie, Forsyth, Guilford, Randolph, Stokes, and Yadkin Counties.

Data were obtained by visits of Bureau representatives to 9 of the 15 establishments in the area. These establishments, employing 3,914 workers, were selected and appropriately weighted to represent approximately 4,516 workers.

Fieldwork was directed by Jerry Adams, Assistant Regional Commissioner for Operations of the Bureau's Atlanta regional office.

Summary reports on women's hosiery are being issued for the Southeast region, North Carolina, and the Greensboro, Winston-Salem, High Point area. For the hosiery industry, except women's, reports are being published for the Middle Atlantic and Southeast regions, the States of North Carolina and Tennessee, and the metropolitan areas of Burlington; Greensboro, Winston-Salem, High Point; and Hickory.

Summary reports may be obtained from the Bureau of Labor Statistics, Washington, DC 20212, or from any of its regional offices listed on the back page.

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Table 1. Occupational earnings: Women's hosiery, Greensboro, Winston-Salem, High Point, NC, August 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																									
			3.35 and under 3.50	3.50 – 3.75	3.75 – 4.00	4.00 – 4.25	4.25 – 4.50	4.50 – 4.75	4.75 – 5.00	5.00 – 5.25	5.25 – 5.50	5.50 – 5.75	5.75 – 6.00	6.00 – 6.25	6.25 – 6.50	6.50 – 6.75	6.75 – 7.00	7.00 – 7.25	7.25 – 7.50	7.50 – 7.75	7.75 – 8.00	8.00 – 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.25	9.25 – 9.50	9.50 – 9.75	9.75 and over
All production workers	4,165	6.19	99	40	135	128	149	235	194	225	244	247	265	292	232	258	278	134	204	172	113	126	47	48	35	40	25	14	168
Men	697	7.19	–	1	1	5	18	31	38	42	17	27	47	39	17	38	18	21	55	27	21	48	13	15	–	14	–	–	[2]146
Women	3,413	6.00	99	39	134	123	131	204	154	158	212	212	236	251	214	220	262	113	149	145	92	78	34	31	35	26	25	14	22
Selected production occupations																													
KNITTING																													
Knitters, women's seamless hosiery	188	6.56	–	–	–	–	2	1	10	5	5	10	40	13	12	3	4	10	3	47	19	4	–	–	–	–	–	–	–
Men [3]	78	6.83	–	–	–	–	2	1	–	4	2	5	8	2	2	3	2	10	3	16	14	4	–	–	–	–	–	–	–
Women [4]	110	6.38	–	–	–	–	–	–	10	1	3	5	32	11	10	–	2	–	–	31	5	–	–	–	–	–	–	–	–
Operate only	188	6.56	–	–	–	–	2	1	10	5	5	10	40	13	12	3	4	10	3	47	19	4	–	–	–	–	–	–	–
Men [3]	78	6.83	–	–	–	–	2	1	–	4	2	5	8	2	2	3	2	10	3	16	14	4	–	–	–	–	–	–	–
Women [4]	110	6.38	–	–	–	–	–	–	10	1	3	5	32	11	10	–	2	–	–	31	5	–	–	–	–	–	–	–	–
DYEING, BOARDING AND PREBOARDING																													
Dyeing-machine tenders [5]	74	6.00	–	–	–	1	1	8	13	9	1	–	–	2	2	10	2	–	25	–	–	–	–	–	–	–	–	–	–
Boarders, automatic [5]	165	6.07	16	4	2	1	4	4	6	5	5	14	12	11	20	12	9	9	5	4	8	5	1	–	2	2	2	1	1
FINISHING																													
Automatic toe-closing machine operators [5]	257	5.95	4	–	7	4	7	30	19	10	16	8	21	9	26	28	13	16	20	4	9	–	3	–	3	–	–	–	–
Pairers [5]	59	6.47	2	–	–	1	–	3	3	3	2	9	7	4	2	1	4	–	4	4	–	2	–	1	1	1	–	3	2
Panty hose	59	6.47	2	–	–	1	–	3	3	3	2	9	7	4	2	1	4	–	4	4	–	2	–	1	1	1	–	3	2
Seamers, toe [5]	94	6.16	2	2	5	2	5	10	3	3	4	3	4	6	2	4	4	5	6	7	5	3	6	1	–	–	2	–	–
Sewing-machine operators																													
(Panty hose) [6]	809	6.15	28	10	19	26	22	25	30	34	35	84	68	60	61	56	27	30	28	47	13	18	4	19	16	7	15	3	4
Leg blank sewers	662	6.14	24	9	18	19	19	22	20	23	29	73	64	31	78	44	26	26	24	44	7	14	4	16	10	4	12	–	4
INSPECTING AND PACKAGING																													
Folders and boxers [5]	483	4.90	44	9	58	45	35	36	26	31	82	20	25	16	16	13	6	9	8	4	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Workers were distributed as follows: 105 at $9.75 to $10.00; 2 at $10.00 to $10.25; 9 at $10.25 to $10.50; 9 at $10.50 to $10.75; and 21 at $11.00 and over.

[3] Virtually all time workers.

[4] Virtually all men.

[5] Virtually all women.

NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Establishment practices and employee benefits: Women's hosiery, Greensboro, Winston-Salem, High Point, NC, August 1987

Item	Percent of total plant employment	
	Second shift	Third shift
Shift differentials		
Workers in establishments with late-shift provisions	96.2	96.2
With shift differentials	49.6	51.3
Uniform cents (per hour)	10.4	10.4
10 cents	10.4	10.4
Uniform percentage	39.2	39.2
3 and under 4 percent	39.2	–
7 and under 8 percent	–	39.2
Other pay differential	–	1.6
With no shift differentials	46.6	44.9
Workers employed on late shifts	18.3	13.3
Receiving differentials	12.2	8.1
Uniform cents (per hour)	1.4	.7
10 cents	1.4	.7
Uniform percentage	10.7	7.1
3 and under 4 percent	10.7	–
7 and under 8 percent	–	7.1
Other pay differential	–	.2
Receiving no differentials	6.1	5.3

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Scheduled weekly hours		
All workers	100	
40 hours	98	
48 hours	2	
Paid holidays		
All workers	100	
Receiving paid holidays	85	
2 holidays	10	
3 holidays	36	
7 holidays	39	
Receiving no paid holidays	15	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Paid vacations		
All workers	100	
In establishments not providing paid vacations	21	
In establishments providing paid vacations	79	
Length-of-time payment	24	
Percentage payment	55	
By vacation pay provisions for:		
6 months of service:		
Under 1 week	26	
1 week	14	
1 year of service:		
1 week	50	
Over 1 and under 2 weeks	4	
2 weeks	25	
2 years of service:		
1 week	10	
Over 1 and under 2 weeks	4	
2 weeks	64	
3 years of service:		
1 week	10	
Over 1 and under 2 weeks	4	
2 weeks	64	
4 years of service:		
1 week	10	
Over 1 and under 2 weeks	4	
2 weeks	64	
5 years of service:		
1 week	10	
Over 1 and under 2 weeks	4	
2 weeks	64	
8 years of service:		
1 week	10	
Over 1 and under 2 weeks	4	
2 weeks	64	
10 years of service:		
1 week	10	
Over 1 and under 2 weeks	4	
2 weeks	25	
3 weeks	39	
12 years of service:		
1 week	10	
Over 1 and under 2 weeks	4	
2 weeks	25	
3 weeks	39	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
By vacation pay provisions for: – Continued		
15 years of service:		
1 week	10	
Over 1 and under 2 weeks	4	
2 weeks	25	
3 weeks	39	
20 years of service or more:		
1 week	10	
Over 1 and under 2 weeks	4	
2 weeks	25	
4 weeks	39	
Insurance, health, and retirement plans		
In establishments offering at least one of the benefits shown below	100	
Life insurance	100	
Accidental death and dismemberment insurance	29	
Sickness and accident insurance or sick leave or both	66	
Sickness and accident insurance	66	
Sick leave (full pay and no waiting period)	39	
Sick leave (partial pay or waiting period)	–	
Long-term disability insurance	47	
Hospitalization insurance	100	
Surgical insurance	100	
Medical insurance	100	
Major medical insurance	100	
Dental insurance	39	
Health maintenance organization	–	
Retirement plans	39	
Pension	39	
Lump sum	–	

[1] Data not collected.

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestablishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25
GPO Stock No. 029-001-02928-4
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138. Out of print.
Grain Mill Products, 1982. BLS Bulletin 2207. $3*
Hosiery Manufacturing, 1981. BLS Bulletin 2151. Out of print.
Industrial Chemicals, 1986. BLS Bulletin 2287. $2.25
GPO Stock No. 029-001-02934-9
Iron and Steel Foundries, 1986. BLS Bulletin 2292.
Machinery Manufacturing, 1983. BLS Bulletin 2229. $3.50*
Meat Products, 1984. BLS Bulletin 2247. $6*
Men's and Boys' Shirts and Nightwear, 1984. BLS Bulletin 2232. $2.50*
Men's and Boys' Suits and Coats, 1984. BLS Bulletin 2230. $2.25*
Men's and Women's Footwear, 1986. BLS Bulletin 2291. $3.50
GPO Stock No. 029-001-02938-1
Millwork, 1984. BLS Bulletin 2244. $2*
Miscellaneous Plastics Products, 1979. BLS Bulletin 2103. Out of print.
Motor Vehicles and Parts, 1983. BLS Bulletin 2223. $4.75*
Petroleum Refining, 1985. BLS Bulletin 2255. $2.25*
Pressed or Blown Glass and Glassware, 1986. BLS Bulletin 2286. $3
GPO Stock No. 029-001-02935-7
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Structural Clay Products, 1986. BLS Bulletin 2288. $3.25
GPO Stock No. 029-001-02933-1
Synthetic Fibers, 1985. BLS Bulletin 2268. $1.50
GPO Stock No. 029-001-02904-7
Textile Dyeing and Finishing, 1985. BLS Bulletin 2260. $3.25*
Textile Mills, 1985, BLS Bulletin 2265. $5.50
GPO Stock No. 029-001-02920-9
Women's and Misses' Dresses, 1982. BLS Bulletin 2187. Out of print.
Wood Household Furniture, 1986. BLS Bulletin 2283. $5.50
GPO Stock No. 029-001-02931-4

Nonmanufacturing

Appliance Repair Shops, 1981. BLS Bulletin 2177. $1*
Auto Dealer Repair Shops, 1982. BLS Bulletin 2198. $2.25*
Banking, 1985. BLS Bulletin 2269. $4
GPO Stock No. 029-001-02913-6
Bituminous Coal Mining, 1982. BLS Bulletin 2185. Out of print.
Certificated Air Carriers, 1984. BLS Bulletin 2241. $2*
Computer and Data Processing Services, 1982. BLS Bulletin 2184. $2*
Contract Cleaning Services, 1981. BLS Bulletin 2152. Out of print.
Department Stores, 1981. BLS Bulletin 2147. Out of print.
Electric and Gas Utilities, 1982. BLS Bulletin 2218. $4.75*
Hospitals, 1985. BLS Bulletin 2273. $12
GPO Stock No. 029-001-02919-5
Hotels and Motels, 1983. BLS Bulletin 2227. $3.25*
Life and Health Insurance, 1986. BLS Bulletin 2293.
Metal Mining, 1977. BLS Bulletin 2017. Out of print.
Nursing and Personal Care Facilities, 1985. BLS Bulletin 2275. $5
GPO Stock No. 029-001-02921-7
Oil and Gas Extraction, 1982. BLS Bulletin 2193. $3*

Employee Benefits in Medium and Large Firms, 1986

U.S. Department of Labor
Bureau of Labor Statistics
Bulletin 2281

The Bureau of Labor Statistics issues its 1986 bulletin on employee benefits in medium and large firms. This survey is the eighth in the series.

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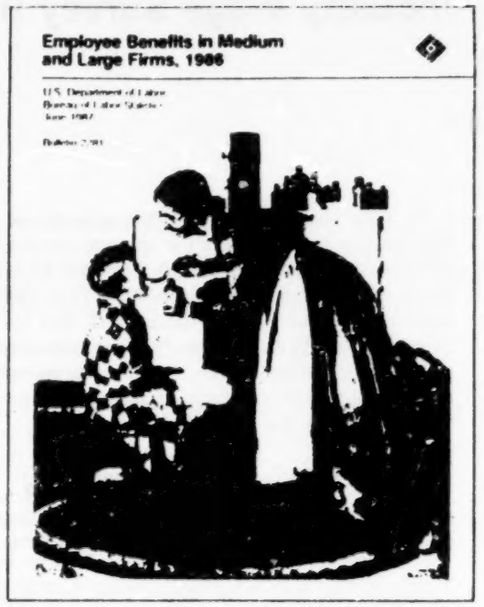

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